

STAFFORD COUNTY SCHOOL BOARD

Agenda Consideration

TOPIC: Authorization of Additional FTE's

ITEM NO.: 8D

PREPARED BY: Stephen L. Trant
Executive Director
Human Resources Department

MEETING: August 24, 2004
ACTION DATE: September 14, 2004

ACTION REQUESTED BY THE SUPERINTENDENT: That the School Board authorize the Superintendent to employ additional licensed and paraprofessional staff as needed based on ADM.

KEY POINTS:

- Historically we add teachers and paraprofessionals because of an increase in budgeted average daily membership. Other factors that could affect the need for additional positions could include the distribution of student populations, types of students, classroom space limitations, and other state mandated requirements.
- An increase in personnel would only be warranted if one of the above mitigating factors occurred. At that time the School Board would be notified.
- By authorizing the Superintendent to approve additional personnel instructional needs would be met in a timely manner.
- The following figures are the costs associated with the implementation of additional personnel at various times during the year.

	Salary & Benefits <u>@ 100%</u>	Salary & Benefits <u>@ 75%</u>	Salary & Benefits <u>@ 50%</u>
Teachers (average)	\$59,061	\$44,296	\$29,531
Paraprofessionals (average)	\$19,184	\$14,388	\$ 9,592
Media Specialists	\$59,061	\$44,296	\$29,531
Guidance Counselors	\$59,061	\$44,296	\$29,531

SCHOOL BOARD GOAL 4: Address the impact of continuing population growth by developing plans to address expanding staff, facilities, transportation, attendance zones, and instruction.

FUNDING SOURCE: Local Funding or State Funding (whichever applies)

AUTHORIZATION REFERENCE: Code of Virginia 22.1-94 (for State Funding) or Local